Placing the "M" in Contracting

Lyle Eesley

Center Director for Contracting

CUBIC
Corporate University Best In Class

BEST

Excellence
2003
brandon-hall.com
Gold
In E-Learning

training TOP 100

THE 5TH ANNUAL CUX AWARDS

THE COMMISSION OF THE COUNCIL ON OCCUPATIONAL EDUCATION
ACCREDITED

DoD Goals

Secretary of Defense: Transformation of warfighting and business processes

USD (AT&L): 7 Goals to achieve acquisition excellence

DPAP: Develop, promote, and champion innovative acquisition and procurement policies for acquiring goods and services

AT&L Workforce Management

USD(AT&L)7 Goals

1. Acquisition Excellence with Integrity
2. Logistics: Integrated and Efficient
3. Systems Integration & Engineering for Mission Success
4. Technology Dominance
5. Resources Rationalized
6. Industrial Base Strengthened
7. Motivated, Agile Workforce

Defense Procurement and Acquisition Policy

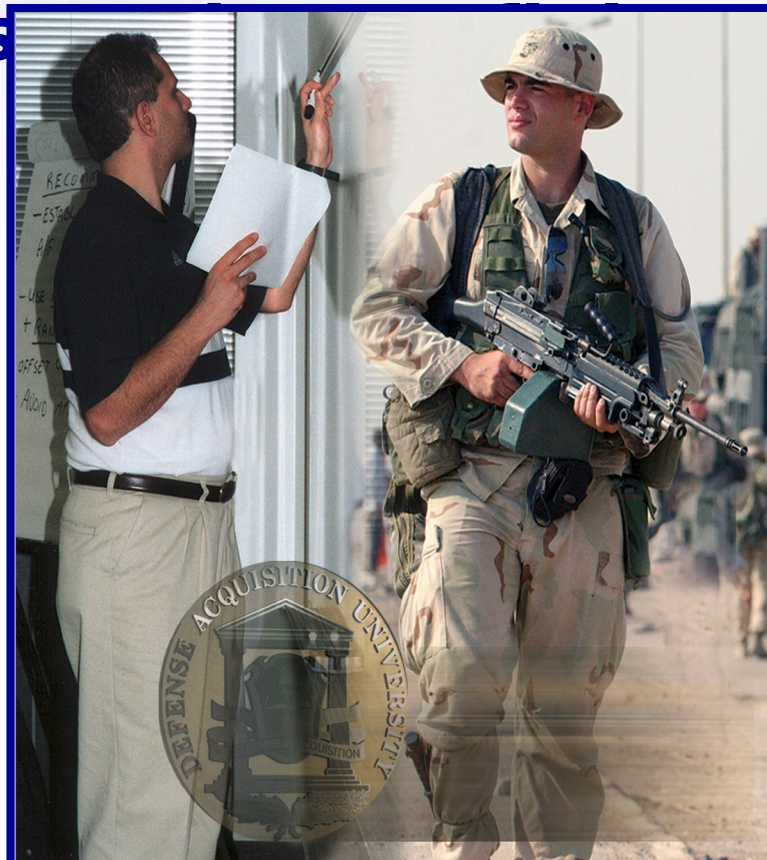
Strategic Plan Fiscal Years 2004-2011

AT&L Workforce Management Team Effort!

DAU Mission

Provide practitioner training, career management, and services to enable the AT&L community to make smart business decisions and deliver timely and affordable capabilities

- ✓ We train the AT&L Workforce through certification and assignment-specific courses
- ✓ We promote career-long learning through our Continuous Learning Center
- ✓ We offer Performance Support to the AT&L Workforce through consulting, Rapid Deployment Training, and targeted training
- ✓ We facilitate Knowledge Sharing through on-line resources and communities of practice

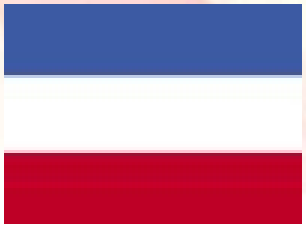


DAU in Iraq and Kuwait

- **DAU personnel provided a compressed COR / Grants Administration Course for 30 students in Baghdad, July 2004**
- **PLM in action- Reach-back Capability**
  - **50 contracting personnel used DAU's web-based learning assets**
  - **5 Contingency Contracting Officers completed DAU e-courses**

DAU Around the Globe

- **Honduras:** Contract Officer Representative (COR) Courses to SOUTHCOM
- **Czech Republic:** Acquisition logistics and spare parts provisioning
- **Poland, Ukraine, Romania and Czech Republic:** Contracting Business Courses
- **Serbia-Montenegro:** General Acquisition Training
- **20 different countries:** Contract Law courses to COTRs and ACOs



DAU/FAI Partnership

- Objective
  - Leverage resources for mutual benefit of DoD and Federal wide acquisition workforce & mission capability

Workforce

30K +/-

134K

- Collaboration Areas
  - Workforce planning
  - Competency management
  - Partnering to improve and add to training, knowledge sharing, and performance support tools
  - Workforce training and development best practices

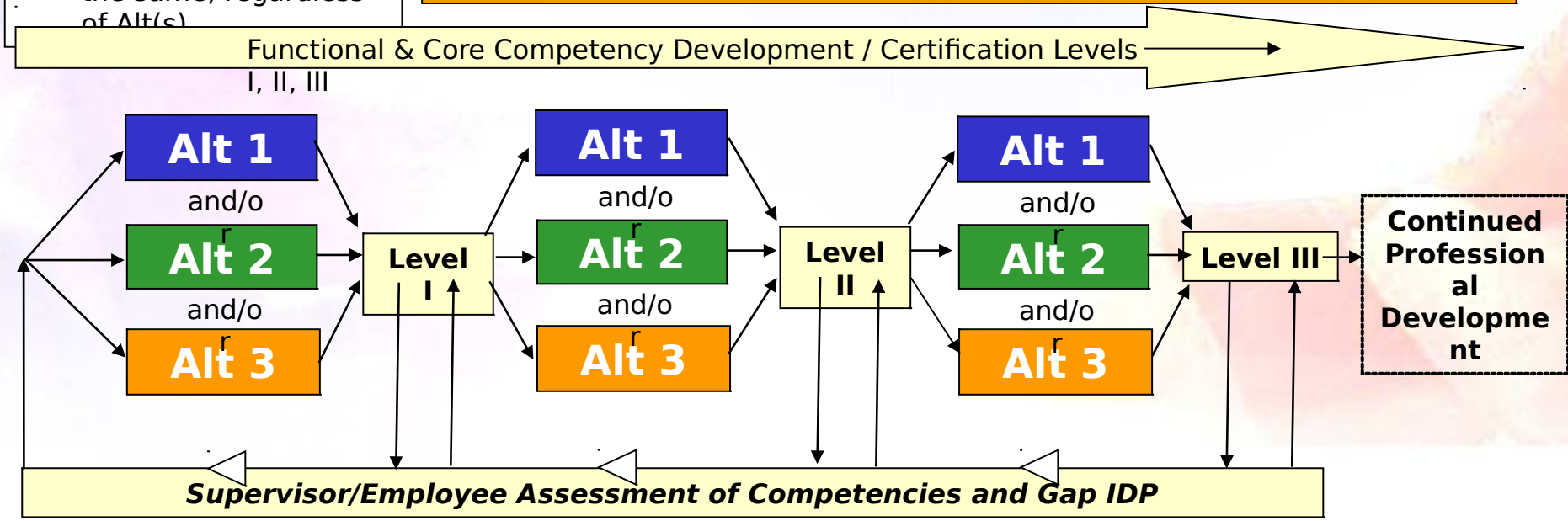
Competency-Based DAWIA Certification Program

- Any Alt can be used to achieve certification.
- Combinations of Alts can be used to achieve certification levels.
- Education and experience requirements remain the same, regardless of Alt(s)

Alt 1: DAU Functional Training

Alt 2: Workplace / Personal Experience / Fulfillment

Alt 3: Professional Association Certification / Other



DoD AT&L Knowledge Sharing System AKSS

FAR/DFARS

GSA & Hill FARSITE

New AT&L Policy

Acquisition Resource Center With 5000 and JCIDS

Defense Acquisition Guidebook

Guidance and Experts

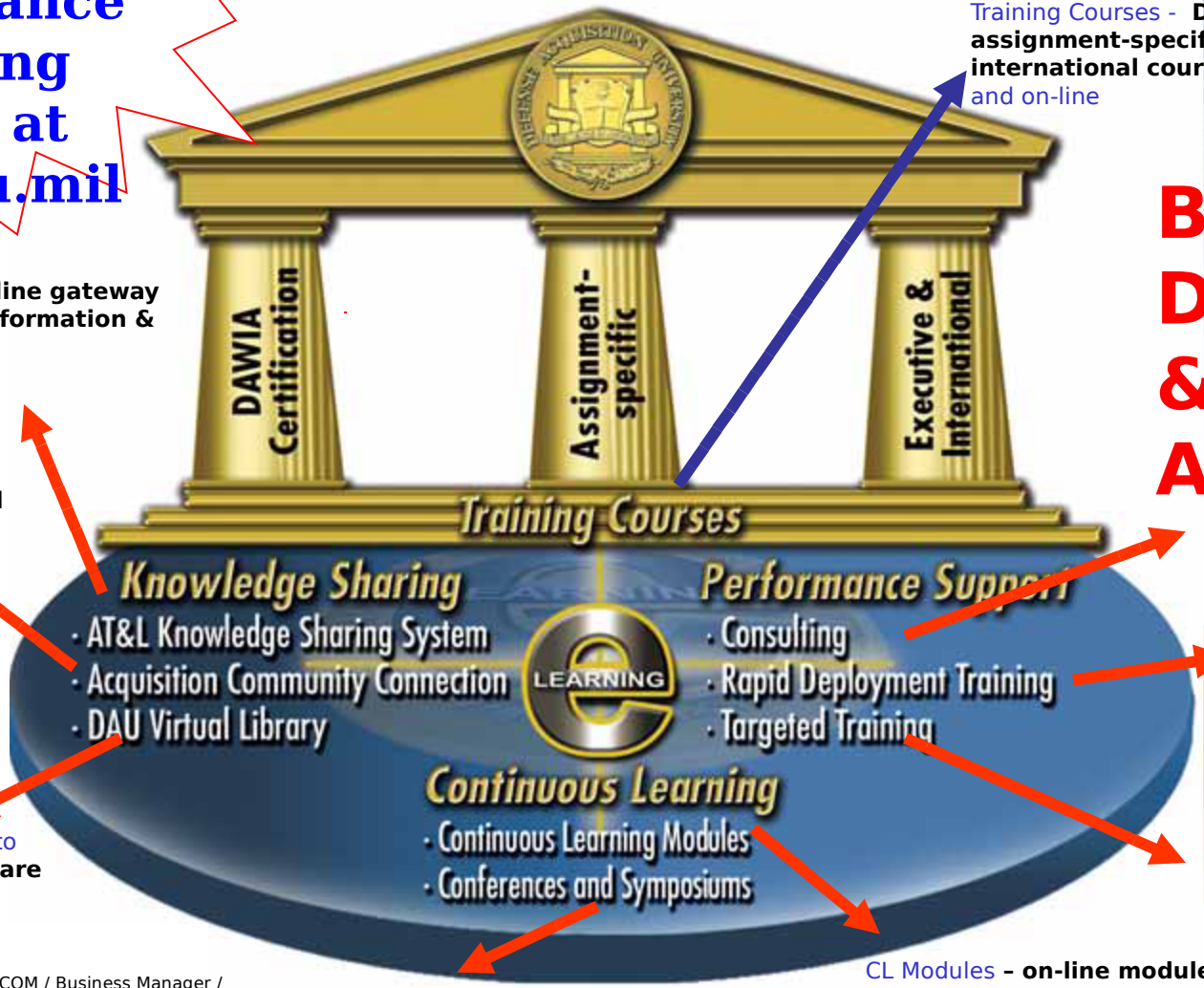
Career Field and Business Process On-Line Knowledge Communities

Gateway to Policy, Processes, Tools and Experts

24/7 Learning Assets

etwork Centric Learning

The AT&L Performance Learning Model at www.dau.mil



Training Courses - **DAWIA certification, assignment-specific, and executive & international courses –** in the classroom and on-line

Before During & After

AKSS **– on-line gateway to AT&L information & tools**

ACC **– on-line collaboration communities tailored to your needs**

Consulting **– we come to your workplace to assis you**

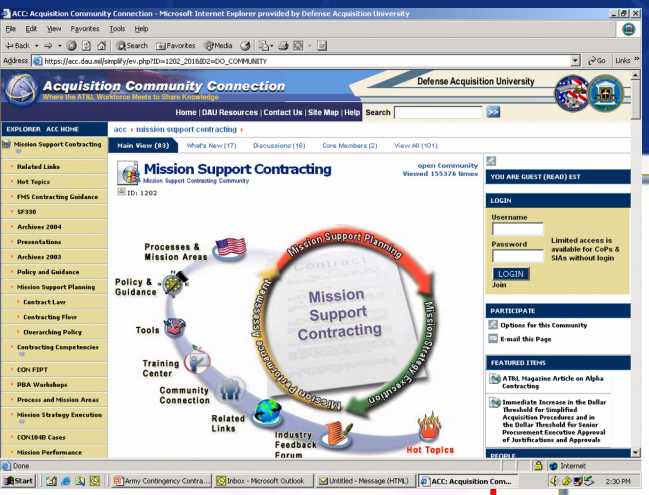
RDT **– on-site & on-line training on latest AT&L policies**

Keeping you connected to research tools **when you are not on campus**

Targeted Training **– tailored learning for your organization**

CL Modules **– on-line modules to help you earn continuous learning points**

Application of Continuous Presence (with the PLM)



U.S. Senate Committee on Armed Services
228 Russell Senate Office Building
Washington, D.C. 20510
(202) 224- 3871

OFFICE OF MANAGEMENT AND BUDGET

ACC Performance Support Referrals

- **IRAQ Support**
- **Eastern European Targeted Training**

ACC Lessons

CON 110 - Lesson 1: Mission Support Strategy (Viewed 274 times)
CON 110 - Lesson 2: Federal Acquisition Regulation (FAR) (231 times)
CON 110 - Lesson 3: Strategic & Tactical Market Research (219 times)
CON 110 - Lesson 4: Requirements Documents Strategy (240 times)
CON 110 - Lesson 5: Socio-economic Programs (201 times)
CON 110 - Lesson 6: Simplified Acquisition Methods (214 times)
CON 110 - Lesson 7: Competition Requirements (204 times)
CON 110 - Lesson 8: Characteristics Of Best Value (207 times)

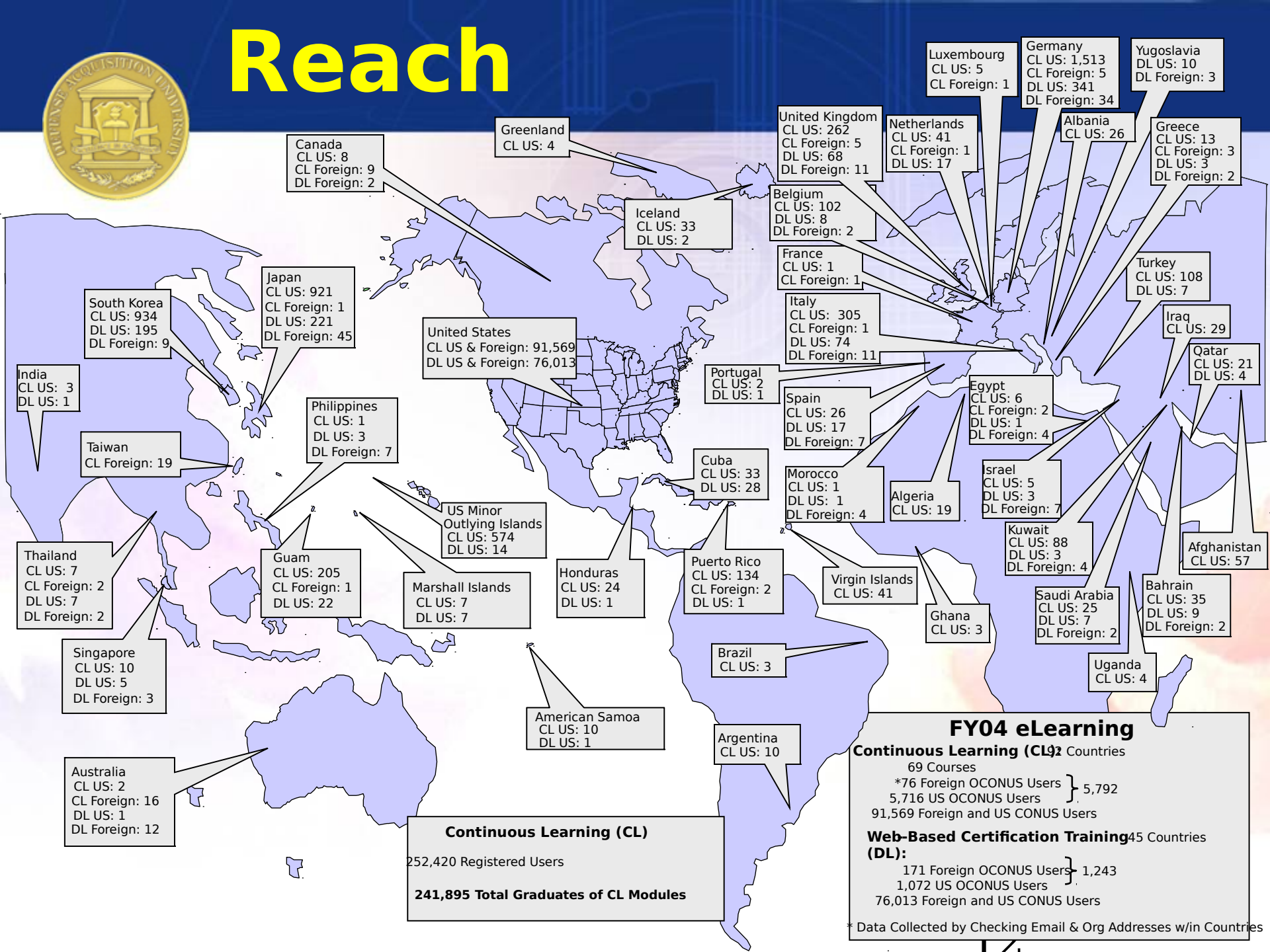
Ultimate Speed

CON 110

- Old CON 101 - 120 days on line
- Now 60 day CBT course
- 8 separate lesson available through ACC

Continuous Presence! (Supporting the Workforce at the Point of Need)

Reach



Continuous Learning (CL)

252,420 Registered Users

241,895 Total Graduates of CL Modules

FY04 eLearning

Continuous Learning (CL): 92 Countries

69 Courses

*76 Foreign OCONUS Users
5,716 US OCONUS Users } 5,792

91,569 Foreign and US CONUS Users

Web-Based Certification Training (DL): 45 Countries

171 Foreign OCONUS Users
1,072 US OCONUS Users } 1,243

76,013 Foreign and US CONUS Users

* Data Collected by Checking Email & Org Addresses w/in Countries

Speed & Agility

OCT 22 2004

MEMORANDUM FOR ACQUISITION WORKFORCE

SUBJECT: Acquisition Workforce Ethics Training

Our acquisition systems depends on a fundamental and critical principle – that those who manage it are acting honestly and in the public interest. That is why "Acquisition Excellence with Integrity" was adopted as the number one goal for the acquisition workforce.

To assist us in our understanding of this important subject, the Defense Acquisition University produced an on-line course module for the workforce. We want you to take this module as part of your 40 hours of annual continuing education. It can be accessed by logging in at http://clc.dau.mil and selecting "Ethics Training for Acquisition Technology and Logistics 2004" self-paced module.

Claude M. Bolton, Jr
Assistant Secretary of the Army
(Acquisition, Logistics, and Technology)

Michael N. Wynne
Acting Under Secretary of Defense
(Acquisition, Technology, and Logistics)

John J. Young, Jr.
Assistant Secretary of the Navy
(Research, Development, and Acquisition)

Marvin R. Sambur
Assistant secretary of the Air Force
(Acquisition)

Training Available 22 Oct 2004

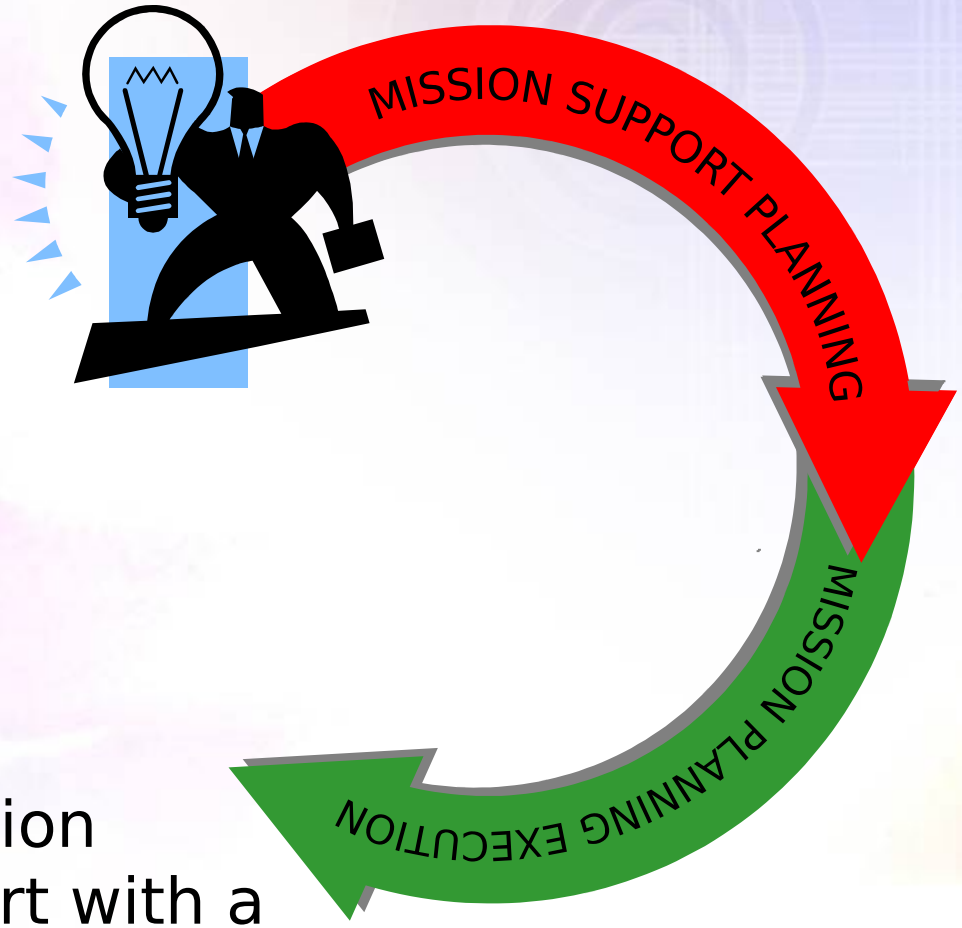
Mission Focused Process

All Acquisition Actions start with a Mission Performance Need

Mission Focused Process

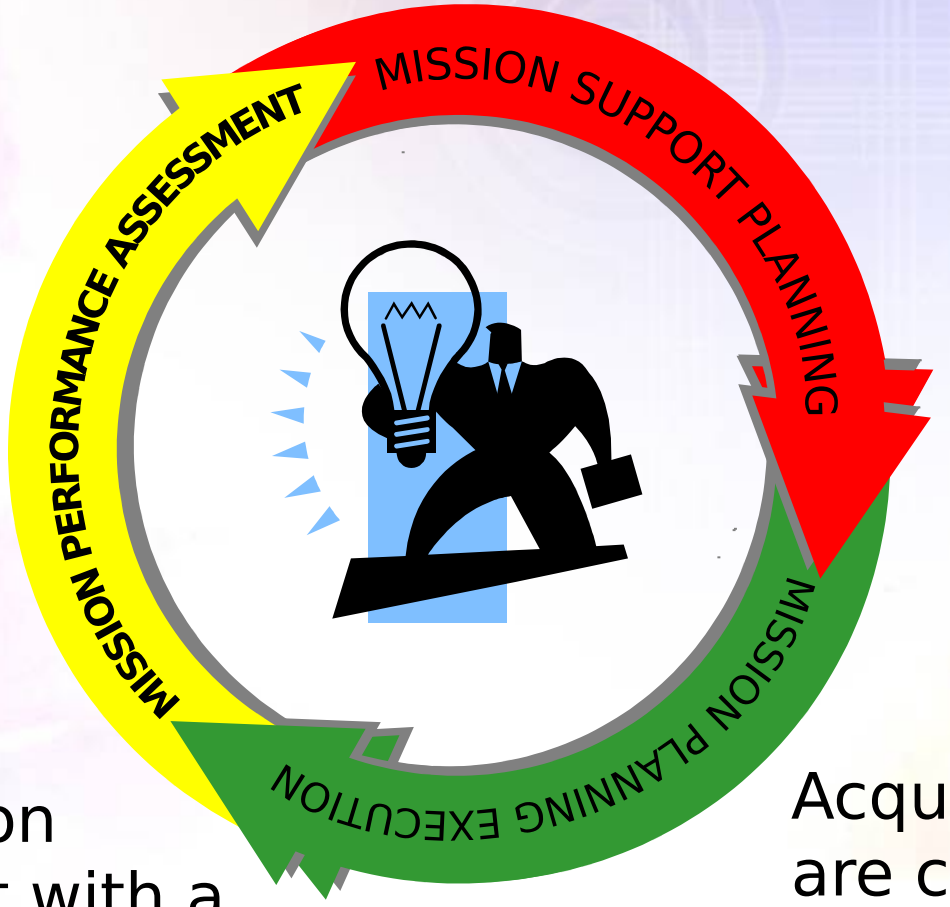
All Acquisition Actions start with a Mission Performance Need

Mission Focused Process



All Acquisition Actions start with a Mission Performance Need

Mission Focused Process



All Acquisition Actions start with a Mission Performance Need

Acquisition actions are completed when Mission Performance Needs are met

Focus on a Common Process

Shift from a course focus to a process focus characterized by increasing levels of complexity

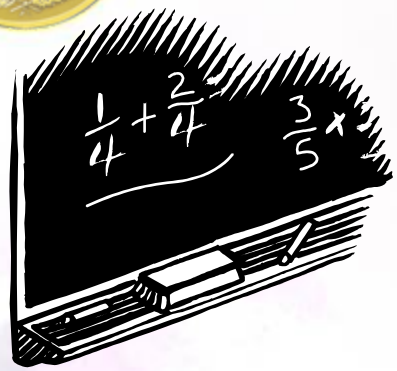
Shift from customer satisfaction to ***Customer Mission Success***

Transformation of Business Processes

- **A**lignment of *contract performance outcomes* with *desired mission outcomes*
- **C**ommand a *Common Process* across any mission area
  - Develop solid foundation of technical competencies
- **T**hinking Business Strategists who can
  - Think Critically to develop effective contract performance strategies
  - Think Strategically and Tactically
- **T**eam Effectively linking *Mission Results* with optimum *Business Strategies*

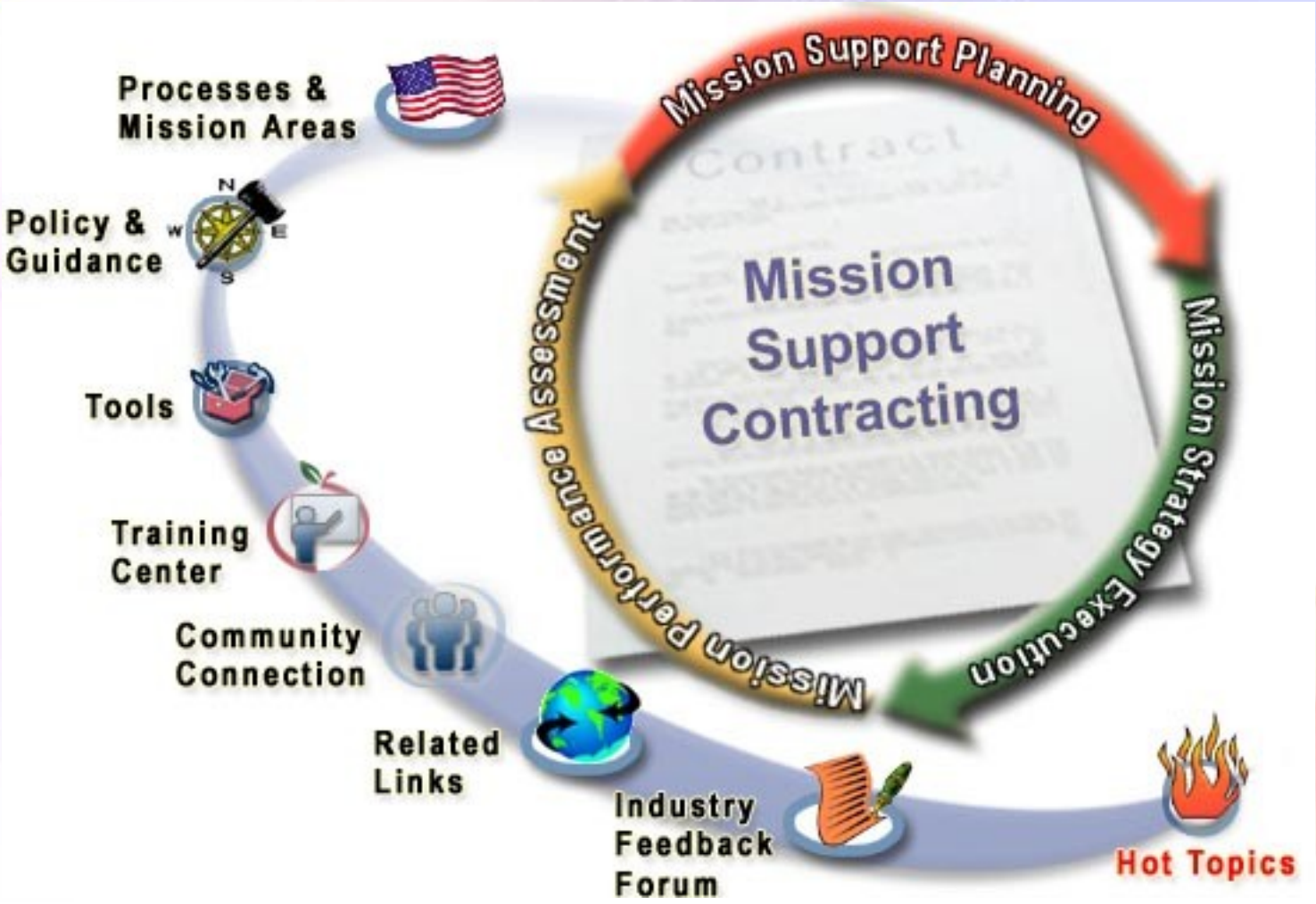
Contracting Professionals who can ACT²
Align, Command, Think and Team
ACT² is the core of *ACTION*

New courses, Facilitated On Line Education (FOLE) and Workshops Plans



- New ACQ 265 Mission Focused Services
  - Cross functional course on creating effective service contracts (Oct 05)
- Developing on line COTR training (Oct 05)
- Develop FOLE course capability IND 103 Contract Property Systems
- Examine assignment specific courses for possible FOLE delivery
  - CON 244 Construction
  - CON 243 A&E
  - CON 236 Value Engineering
  - CON 234 Contingency - Hybrid simulation, FOLE and classroom
- Create Workshop Learning Opportunities
  - Cost and Pricing
  - Source Selection
  - Contracting Officers Representative
  - Simplified Acquisition

Mission Support Contracting



Mission Support Contracting

Course Content Available On Line 24/7

CON 110 – Mission Support Planning

Lesson 1: Mission Support Strategy (Viewed 274 times)
Lesson 2: Federal Acquisition Regulation (FAR) (Viewed 231 times)
Lesson 3: Strategic & Tactical Market Research (Viewed 219 times)
Lesson 4: Requirements Documents Strategy (Viewed 240 times)
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Lesson 7: Competition Requirements (Viewed 204 times)
Lesson 8: Characteristics Of Best Value (Viewed 207 times)

ACC: Acquisition Community Connection - Microsoft Internet Explorer provided by Defense Acquisition University

File Edit View Favorites Tools Help

Back Search Favorites Media

Address http://acc.dau.mil/simplify/ev.php?ID=19984_201&ID2=DO_TOPIC

Go Links

Acquisition Community Connection
Where the AT&L Workforce Meets to Share Knowledge

Defense Acquisition University

Home | DAU Resources | Contact Us | Site Map | Help Search

EXPLORER ACC HOME

- Contingency Contracting
  - Presentations
  - Policy & Guidance
    - Air Force
      - Air Force Materiel Command
      - Functional Area Manager Policy & Guidance
      - PACAF AOR
    - Army
    - DLA
    - DCMA
    - Marine Corps
    - DoD-wide
  - Training Material
  - Contractor Deployments
  - CCO Tools
  - Community Connection

BOOKMARKS

- My Business Card
- My Personal Topic
- My Preferences
- My Options
- My Inbox
- Add bookmark

TOOLS

- Calendar
- Search Knowledge
- Search Conversations

acc ▸ special interest areas ▸ contingency contracting ▸ policy & guidance ▸ air force ▸

Main View (12) What's New (5) Discussions View All (12)

Air Force

AF specific contingency contracting policy and guidan

ID: 19984

open Topic
Viewed 1777 times

Start Discussion
Create a Blank Forum

Knowledge

references

AF General Counsel Guidance Document o
(Viewed 169 times)
Airman's Manual
(Viewed 56 times)

examples

e.g. Environmental Contracting (Viewed 106 ti

regulatory

AFFARS Appendix CC (Viewed 186 times)
SAF/AQC Information Memo, SAF/AQC's Ex
SAF/AQC Policy Memo 03-C-02, Implementi
Services" (Viewed 112 times)
SAF/AQC Policy Memo 03-C-04, Delegation
Chemical or Radiological Attack (FAC 2001-12)
SAF/AQC Policy Memo 03-C-06, Emergency
During Operation Iraqi Freedom (Viewed 128 t
SAF/AQC Policy Memo 03-C-07, Implementi
Contractor Personnel Performing "Essential D
SAF/AQC Policy Memo 03-C-09, Anthrax an
SAF/AQC Policy Memo 03-C-13, Undefinitized Contract Actions and Contingency Operations in Support of Operation Iraqi Freedom (Viewed 181

Editor

Internet

Start

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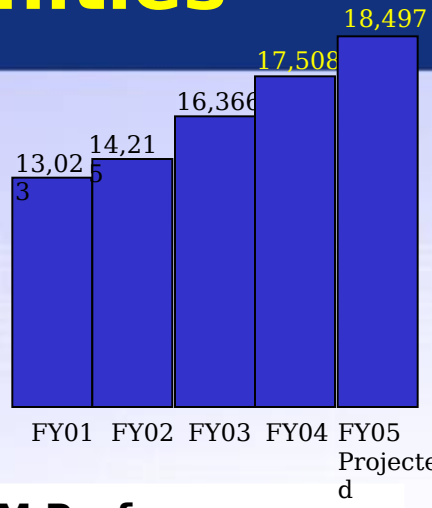
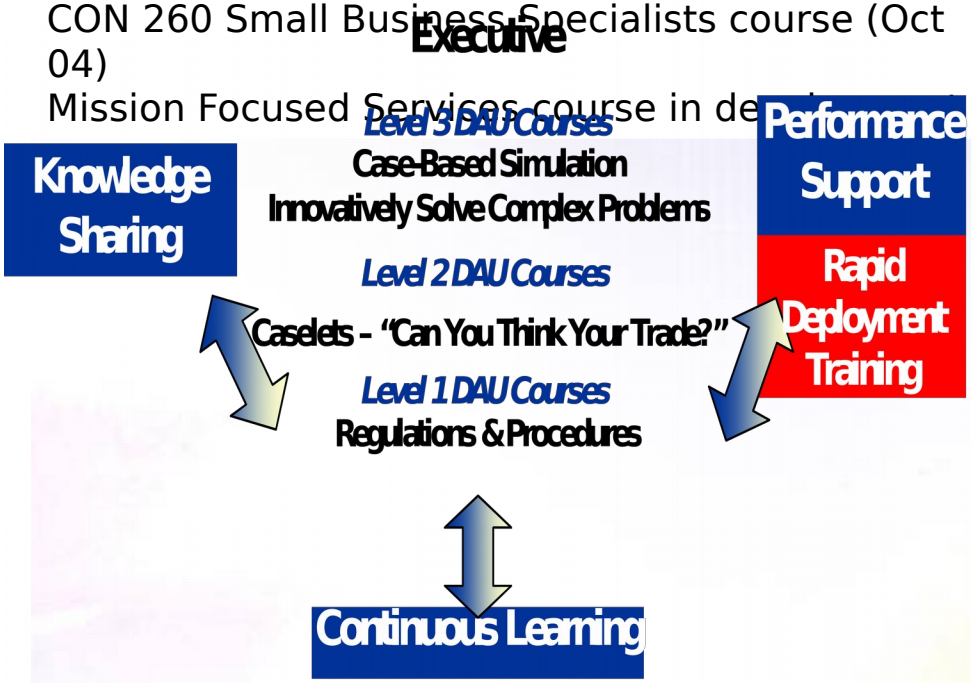
8:31 AM

Career-long Learning Opportunities

Training Highlights:
CON Level One transformation complete Jan 2005
CON Level II Restructure in Development, (Mar 06)
CON 260 Small Business Specialists course (Oct 04)
Mission Focused Services course in de



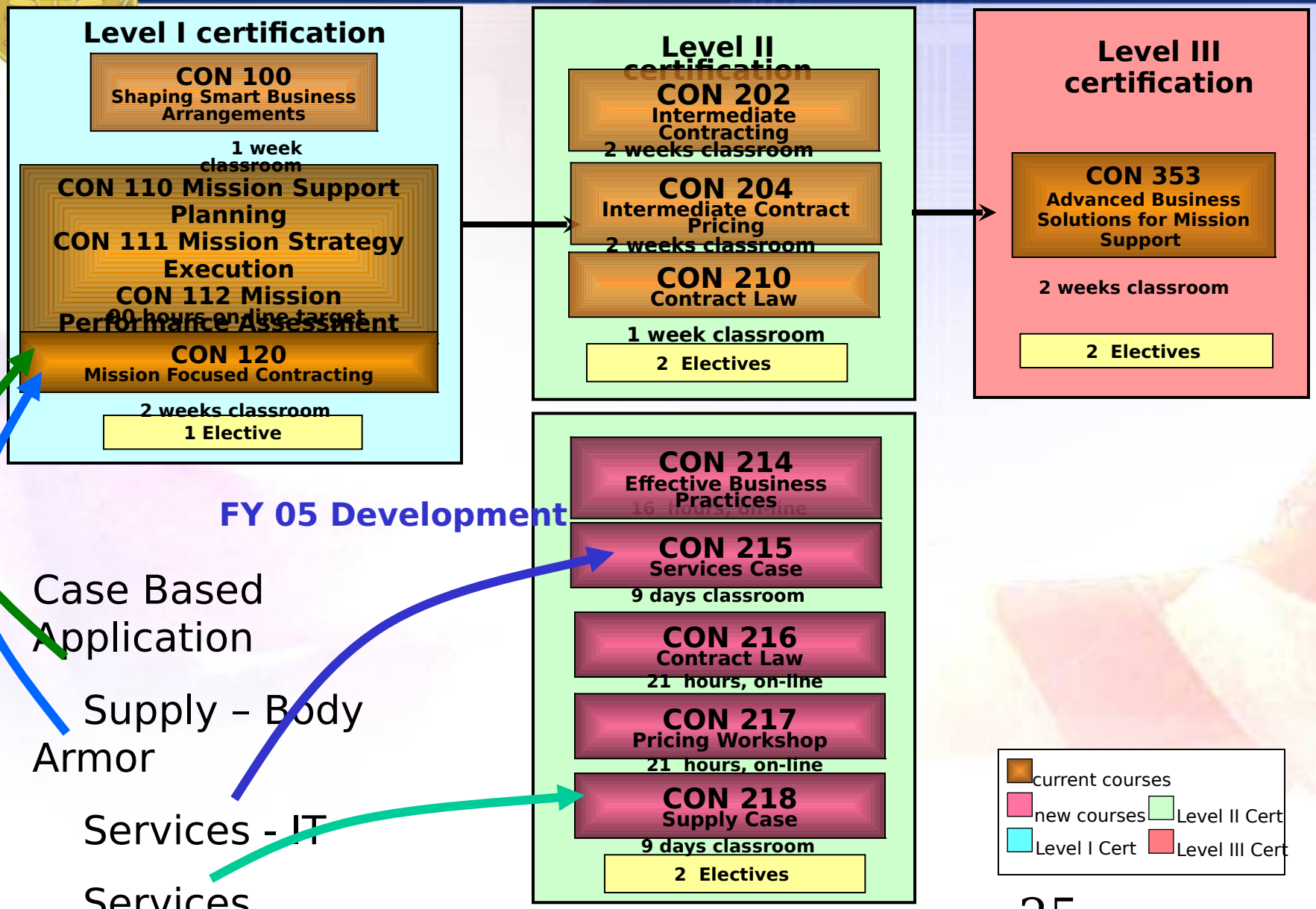
Communities of Practice: New Mission Support Contracting CoP, topic areas for Processes and Mission Areas, Tools, Policy & Guidance, Training Center and Hot Topics. COP supports new Mission Focus with on-line course material available by clicking on each of the three process arrows



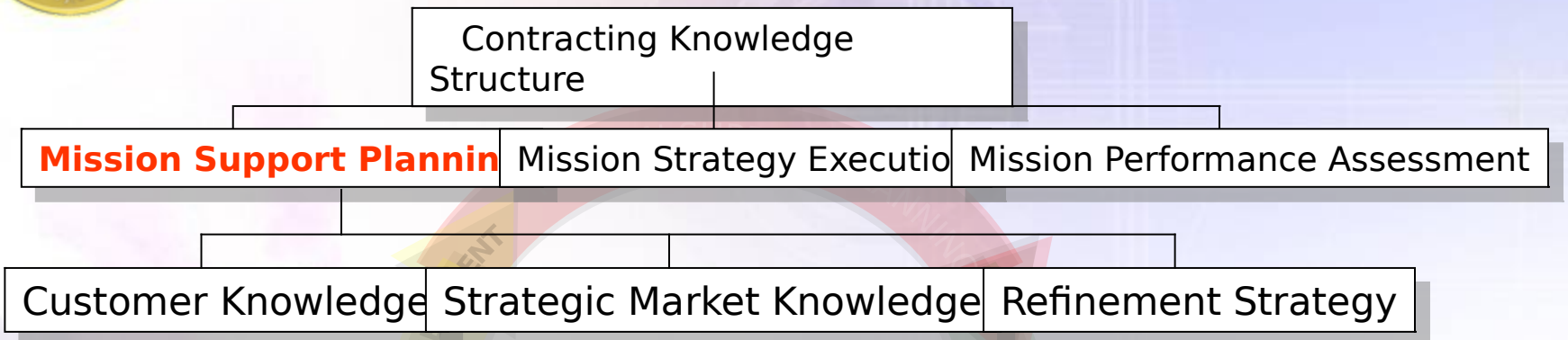
PM Performance Support: Tanker Lease Study, Eastern European contract training, Get it Right Campaign, COR training and Grant Mgt for Forces Command, Alternate Dispute Resolution, **A-76 Training.**

Continuous Learning: Contracting related: **Service-Disabled Veteran-Owned, Small Business Program**, Profit/Fee Analysis, Contracting for the rest of us, Facilities Capital Cost of Money, Administration of other transactions, **Performance Based Services Acquisition**, Buy America Act, Contractual Incentives,

Competency Based Contracting Certification Training Track



Contract Taxonomy



- Mission and Linkage of Contract Support with mission performance outcomes
- Specific objectives for acquisition support
- Strategic Planning to meet customer needs
  - Supplies
  - Services
- Planning and funding cycles
- Joint opportunities to serve the customer in consolidation of mission-need requirements

- Sources of marketplace Information
  - Industry, Associations
  - Government, Academia
- Trends/best practices/solutions
- What drives the Market and current saturation levels
- Leaders in industry
- Performance benchmarks
  - Cost
  - Service levels
  - Government sources
- Technology
  - Stable or changing
- Commercial business strategies
  - Incentives
  - Contracting types
  - Requirements
  - Assessment process and metrics

- Outline/Refine requirements
  - Outcome specifics
  - Target metrics
  - Assessment strategy
- Outline/Refine Acquisition strategy
  - Contract type
  - Funding
  - Schedule
  - Special terms and conditions
  - Property strategy
    - Intellectual prop
    - Gov Furnished
  - Legal Constraints/Considerations
  - Financing
  - Small Business
  - Green Procurement
- Early industry involvement strategy

FAR Part One Leadership challenge

- **Vision:**
  - **All participants are charged with making decisions that deliver the best value product or service to the customer**
- **Performance Standards**
  - **Satisfy the customer – cost, quality, and timeliness of delivered product or service**
  - **Minimize administrative operations cost**
  - **Conduct business with integrity, fairness and openness**
  - **Fulfill public policy objectives**
- **Exercise personal initiative and sound business judgment to provide best value**
  - **In exercising initiative, actions that ensure the best interests of the government are within your authority unless they are specifically prohibited by law or policy**

Challenges Today

- **Supply Chain Management**
- **Strategic Sourcing**
- **Business Advisor role**
- **Collecting and Sharing Market Intelligence**
- **Establishing Effective Business Environments**
- **Performance Based Acquisition**
- **Managing change and performance issues**

BACK UPS

CON Transformation

- **Competency based**
  - **Training develops Contracting Competencies directed by DPAP**
  - **Level One forms foundation of core contracting competencies**
  - **Level Two started transformation Summer 2004 with competency workshop attended by CON FIPT and working level supervisors**
  - **Developed performance outcomes aligned with DPAP Competencies for level 2 students**
- **Case based**
  - **Two different cases reinforce learning to develop critical thinking, technical, & business skills**
- **PLM based**
  - **Learning assets throughout the PLM designed to have students discover knowledge sources within the PLM for student-centered learning**